

## COUNTY SETTLEMENT OFFER / PROJECTED CIR DECISION

September 17, 2025

1. **Preamble (Article 1).** County proposes changing the effective date to the date the contract is executed by the parties.

County proposes eliminating provision on bargaining which is a restatement of current state law.

County proposes eliminating a provision that changes to existing work rules will be made in a reasonable manner, since Contract requires new work rules or amendments be provided in writing to the Union at least seven days prior to effective date.

County proposes new provision to allow employer to adopt rules and regulations provided they do not conflict with the existing agreement.

2. **Recognition and Union Security (Article 2).**

County proposes to clarify that temporary employees are not in the bargaining unit.

County proposes to eliminate provision requiring the County to deduct Union dues from the employees' paycheck.

**Projected CIR Decision.** Elimination of union dues deductions since only two of the seven counties in the array selected by the CIR provide for union dues deduction from the employees' paycheck.

County proposes to eliminate provision requiring the Union to approve removal of derogatory statements from its bulletin boards at its facilities designated for Union postings.

County proposes elimination of quarterly reports to the Union on newly hired, transferred, demoted, or promoted employees in the bargaining unit.

3. **Grievance Procedures (Article 3).**

The County proposes to no longer have as a final step in the grievance procedures a grievance board (two appointed Union representatives, two appointed County representatives, and one jointly appointed representative). The County Board will be the final decision maker on grievances.

Projected CIR Decision.

Elimination of the grievance board as the final step in the grievance procedure since five of the seven counties in the array do not have a grievance board.

4. **Layoff and Recall (Article 4).**

County proposes no changes to this Article.

5. **Stewards (Article 5).**

County proposes no changes to this Article.

6. **Work Schedule (Article 6).**

County has a typo change to this Article.

7. **Transfers, Promotions, and Filling Vacant Positions (Article 7).**

The County proposes no changes to this Article.

8. **Discipline (Article 8).**

The County proposes to change “Department Head” to “Highway Superintendent.”

9. **Wages (Article 9 and Appendices A, B, and C).**

The County proposes to move from a three-step pay plan (hiring rate, six-month rate, and one-year rate) to a five-step pay plan (starting wage, after one year, after five years, after ten years, and after fifteen years). The County proposes increases in the current hourly rates as follows:

Effective on signing a contract:

Starting Rate	\$23.00
After One Year of Employment	\$24.00
After Five Years of Employment	\$24.50
After Ten Years of Employment	\$24.75
After Fifteen Years of Employment	\$25.00

2% pay increase on July 1, 2026, and a 2% pay increase on July 1, 2027.

See attachment for proposed wage increase for each employee.

Projected CIR Decision on Wages.

Elimination of the current three-step pay plan (progression based on time and performance) to a pay range (minimum and maximum rates only). Progression on the pay range would be based solely on performance. Increases in the minimum and maximum rate to 98% of the midpoint would be in three equal increases retroactive to July 1, 2023. The increase in minimum and maximum rates over the three-year period (July 1, 2023, to June 30, 2026) would be less than the County's proposed increase effective on signing the contract.

10. **Overtime (Article 10).**

County proposes eliminating that "staffing requirements shall not be a permanent reason to deny" a request for comp time off.

The County proposes eliminating counting non-worked holiday hours as "time worked" for the purposes of the overtime pay calculation.

Projected CIR Decision.

Elimination of counting holidays as "time worked" for the overtime pay calculation. Five of the seven counties do not count holiday hours as "time worked" for purposes of the overtime pay calculation.

11. **Authorized Leave (Article 11).**

The County proposes renaming the PTO benefit to sick leave and capping the maximum of sick leave hours to be earned at 480 hours which coincides with the Federal Family and Medical Leave Act (12 weeks of unpaid leave). All PTO earned as of the date a new contract is signed will be available for use by the employee.

Projected CIR Decision.

Elimination of the PTO benefit since none of the counties provide a PTO benefit in addition to a sick leave benefit.

The County proposes eliminating the separate unpaid injury leave not to exceed five days due to employee not being able to perform the job based on a job-related injury or disease. The County currently provides paid sick leave earned by employees when they are "unable to attend work due to . . . illness or injury . . ." See Section 11.8. See also Section 11.9 (paid sick leave may be used when an employee is unable to perform his/her duties because of sickness, disability, injury or when an employee's presence at work jeopardizes the health of others by exposing them to a contagious disease). The County continues to include in its proposal a provision providing equal treatment for employees as to their disability. See Section 1.5. County may grant leave from work as a reasonable accommodation due to an employee's disability which could exceed the five days in the section proposed to be eliminated by the County. Employees have the right to federal Family and Medical Leave Act for up to 12 weeks of unpaid job protected leave if they are eligible.

Finally, the Nebraska Workers' Compensation Act provides employees relief for a job-related injury or disease.

Projected CIR Decision. Elimination of the separate unpaid injury leave since none of the counties have a separate injury leave in addition to paid sick leave.

The County proposes to eliminate the payout of all earned sick leave hours at resignation, dismissal, retirement, and death.

Projected CIR Decision. The CIR will reduce based on the surveyed counties the payout of earned sick leave hours at resignation to 28%, dismissal to 28%, retirement to 27%, and death to 28% from the current 100%.

The County proposes to eliminate the maximum five-day carryover of vacation from year to year and set a cap on vacation hours which can be accrued.

Projected CIR Decision. The CIR will order once an employee reaches a defined maximum in vacation hours earned further accruals will cease.

The County proposes to eliminate reinstatement of unused earned paid time off if the break in service is less than six months.

Projected CIR Decision. The CIR will eliminate this benefit. Five of the seven counties do not provide this benefit.

12. **Insurance (Article 12).**

The County proposes to add to its current right to change insurance carriers the right to change benefits and deductibles with notification to the Union. The County proposes to discontinue paying for health insurance during a worker's compensation absence after all accrued leave and compensatory time has been depleted.

13. **Health and Safety (Article 13).**

The County proposes to eliminate the reference to OSHA in this Article since the County is not subject to this federal law.

14. **Personnel File Information (Article 14).**

The County proposes no changes to this Article.

15. **No Strikes – No Walkout (Article 15).**

The County proposes no changes to this Article.

16. **Savings Clause (Article 16).**

The County proposes no changes to this Article.

17. **Terms of Contract (Article 17).**

The County proposes changing the effective date to when the contract is executed by the parties and to have it terminate on June 30, 2028.

18. **Miscellaneous Items (Article 18).**

The County proposes deleting the provision on telephone service which was discontinued as of July 1, 1996. The County proposes deleting the provision that the employee's name shall not be used when the County salaries are published in accordance with state law. State law mandating disclosure of employee job titles and current salaries do not require disclosure of the employee's name.

19. **Management Rights (Article 19).**

The County proposes no changes to this Article.

20. **Work Rules (Appendix D).**

The County proposes deleting the provision requiring violations of work rules be kept on the record for one year, three years, or five years for determining the number of offenses.

**COUNTY PROPOSES NOT CHANGING THESE  
NON-COMPARABLE BENEFITS.**

21. **Call Back Time (Section 6.5).** The County is not proposing to change paying a minimum of two hours of pay when an employee is called back to work.

Projected CIR Decision. The CIR will order a change for call back time from a minimum of two hours to actual hours worked.

22. **Working Out of Classification Pay (Section 7.3).**

The County is not proposing to change providing a pay increase to an employee working in a job class that is paid at a higher rate after working ten workdays.

Projected CIR Decision.

The CIR will order this benefit eliminated. None of the seven counties provide this benefit.

23. **Compensatory Time Off Maximum Hours (Section 10.2).**

The County does not propose reducing the cap on compensatory time hours which is 240 hours.

**Projected CIR Decision.**

The CIR will reduce the compensatory time hour maximum from 240 hours to 108 hours based on the seven counties surveyed.

24. **Sick Leave Usage for Funeral Leave (Section 11.12).**

The County does not propose eliminating the usage of sick leave for funeral leave reasons.

**Projected CIR Decision.**

The CIR will eliminate this benefit. Six of the seven counties do not provide this benefit.

25. **Advancement of Vacation and Sick Leave Before Earned (Section 11.16).**

The County is not proposing to change the current practice of allowing the advancement of vacation and sick leave up to 80 hours.

**Projected CIR Decision.**

The CIR will eliminate this benefit. None of the seven counties in the array provide this benefit.

**COUNTY PROPOSES NO CHANGE IN THE FOLLOWING MAJOR BENEFITS**

26. **Holidays (Section 11.1)**

Paid Holidays (12.5 holidays)

27. **Vacation Leave (Section 11.4)**

Paid Vacation (40 hours to 176 hours based on years employed)

28. **Bereavement Leave (Section 11.12)**

Funeral Leave (Five paid days for immediate family)

29. **Health Insurance – Employer Contribution (Section 12.2)**

Health Insurance (County pays 100% of the premium for single health insurance coverage and \$500 to a medical reimbursement account for each employee)

30. **Life Insurance (Section 12.3)**

Life Insurance (County pays the premium on a \$15,000 policy for each employee)